

JESSICA R. GOLD

Sociologist and mixed-methods researcher with 10+ years of experience leveraging social science to bridge rigorous research and strategic solutions. Expert in advanced statistical analyses, computational social science methods, surveys, and qualitative interviews, focus groups, and analysis. Strong relational and communication skills driving stakeholder engagement and collaboration in cross-functional teams.

Education

Ph.D. The University of California, Davis, Sociology, 2021

M.A. The University of California, Davis, Sociology, 2017

B.A. The College of William and Mary, Sociology, 2010

Leadership Semester, The National Outdoor Leadership School (NOLS), Patagonia, Chile, 2009

Professional Experience

Consulting Scientist for the IPIE Scientific Panel on AI and Economic Inclusion

Sept 2025 – Present

International Panel on the Information Environment (IPIE)

- Lead development and drafting of scientific reports synthesizing panel discussions and global research on AI and inequality.
- Conduct systematic reviews, meta-analyses, and data analyses to evaluate risks of AI-driven discrimination and identify global policy solutions to advance equity in education, employment, finance, housing, and related domains.
- Coordinate and facilitate panel activities, including international convenings, calls, and learning sessions, and shape dissemination strategies to ensure findings are accessible to policymakers, practitioners, and the public.

Consulting Senior Research Scientist

Sept 2024 – Present

WZB Berlin Social Science Center (German Research Foundation funded project)

- Lead data collection and analysis (in MAXQDA) studying equity work in higher education in the US, UK, and Germany (75+ interviews).
- Coordinate multilingual coding and analysis team internationally, ensuring methodological rigor, data security, and timely deliverables.
- Translate research findings into strategic policy-relevant recommendations for university leadership and international stakeholders.

Associate Research Scientist

Aug 2021 – March 2025

Northeastern University (NSF funded project)

- Conducted longitudinal, mixed-methods analysis of gender equity intervention program across 200+ US universities including social network analysis, advanced statistical modeling, NLP/text analysis, bibliometric analysis, and in-depth interviews (in R and Atlas.ti).
- Led qualitative research on Communities of Practice and institutional response during crisis, informing policies for stakeholders.
- Co-designed web-based interactive data visualization for gender equity practitioners to explore collaboration networks.
- Produced actionable deliverables and presented data-driven reports to NSF directors and stakeholders for \$1.6M NSF research award.
- Supervised and mentored 9+ research assistants and collaborated with senior faculty, serving as lead analyst on multiple projects.
- Published in peer-reviewed journals and present at 17+ national/international research and policy conferences.

Virtual Visiting Scholar

Aug 2023 – Aug 2024

ADVANCE Resource Coordination (ARC) Network

- Conducted literature reviews and evidence synthesis to assess structural and cultural dimensions of equity work in higher education.
- Produced evidence-based reports and presentations that informed policy conversations at the NSF and among national DEI leaders.

Doctoral Researcher

Sept 2015 – July 2021

University of California, Davis

- Designed and led a multi-university study using innovative hybrid methodology in R combining machine learning and qualitative coding evaluating community engaged scholarship and participatory research in 137k faculty applications (text-as-data analysis).
- Conducted advanced multivariate analyses (in R and STATA) to examine intersectional barriers in multi-institutional faculty hiring data.
- Designed and facilitated workshops on learning R and computational methods for graduate students and faculty, building departmental capacity for computational social science methods.

Research Assistant (NSF and Spencer Foundation funded projects)

June 2016 – June 2020

- Built reproducible data infrastructure in R and SQL linking personnel records, national education statistics, and bibliometric data to study systemic inequities in university hiring and retention.
- Collaborated with university administrators and IT teams to navigate complex data privacy and governance protocols.
- Contributed to successful renewal and extension for \$1M+ NSF ECR-EDU research award, helping shape the research design and high-impact dissemination strategy.

Research Assistant (Data Science Initiative – DSI)

Sept 2017 – Aug 2018

- Designed and pilot tested user interface for university faculty to apply machine learning tools for exploratory text analysis to survey qualitative data, enhancing accessibility of computational methods across disciplines.
- Conducted usability research through in-depth case studies and direct consultation with STEM and social science faculty.
- Identified adoption barriers and translated technical concepts into actionable improvements for non-technical users.

Teaching Assistant

Sept 2015 – Dec 2018

- Intermediate Statistics (undergraduate/graduate students); Classic Social Theory, Sociology of Deviance, Social Psychology (undergraduate students); Designed and facilitated discussion sections; provided feedback; advised students during office hours.

Survey Research Analyst

June 2018 – Aug 2018

Animas River Public Engagement and Education Project

- Led survey statistical analysis (in R) for EPA-funded project investigating community water use in SW Colorado.
- Produced data visualizations (using R and ggplot) and reports to communicate findings to policymakers and community stakeholders.

Trip Leader, Field Guide, Wilderness First Responder

May 2013 – Aug 2015

Adventure Treks, Open Sky Wilderness Therapy

- Managed expedition logistics, staff teams, and group safety for extended backcountry trips. Supported youth and young adults in therapeutic outdoor setting, managing safety, communication, and structured progression through treatment programs.
- Facilitated team building, interpersonal skill-building, and resilience training in dynamic environments via experiential education.

Certified Personal Trainer, Group Fitness Instructor

May 2008 – June 2017

William and Mary Student Recreation Center; Healthworks Fitness; Colorado Athletic Club; UC Davis ARC

- Built long-term client-relationships and individualized wellness plans; taught accessible, community-building fitness classes (yoga, strength, cardio) in higher education and private fitness centers.

Selected Publications and Presentations

Gold, Jessica, Laura K. Nelson, Kathrin Zippel. 2025. "DEI as Infrastructure—And Why We'll Miss It When It's Gone." *Contexts*: 24(2), 19-21. <https://doi.org/10.1177/15365042251351966>.

Gold, Jessica, Allison Deese, Laura K. Nelson, Kathrin Zippel. 2024. "Incorporating Gender into Institutional Crisis Response: The Case of ADVANCE in 2020-2021." *European Conference on Politics and Gender*, Ghent, Belgium. (Presenter)

Gold, Jessica. 2024. "Epistemic Exclusion in Faculty Hiring: Identifying Gendered and Racialized Scholarship." *University of Arizona Department of Ecology and Evolutionary Biology*, Tucson, AZ. (Invited Speaker)

Gates, Alexander J.*, Jessica Gold*, Laura K. Nelson, and Kathrin Zippel. 2024. "Translating Interdisciplinary Knowledge for Gender Equity: Quantifying the Impact of NSF ADVANCE." *Social Science Quarterly* 105(2):342-358. <https://doi.org/10.1111/ssqu.13339>

Gold, Jessica, Alexander Gates, Laura K. Nelson, Kathrin Zippel. 2023. "Mapping Interdisciplinary Knowledge Production from the NSF ADVANCE program." *National Science Foundation*, Alexandria, VA. (Invited Presenter.)

Gold, Jessica*, Alexander J. Gates*, Syed A. Haque, Miranda C. Melson, Laura K. Nelson, and Kathrin Zippel. 2022. "The NSF ADVANCE Network of Organizations." *ADVANCE Journal* 2(1). <https://doi.org/10.5399/osu/ADVJRN.3.1.3>

*denotes shared first authorship

Extracurricular, Academic Service, Workshops

2024-2025	ACLU of Arizona Event volunteer
2024-2025	Coalicion de Derechos Humanos Volunteer
2023-2025	Arizona Women's Climbing Coalition Member
2022-2025	Science, Social Forces, The American Sociological Review Invited peer-reviewer
2021	ARC Network Emerging Research Workshop Invited participant: "Big Data: Uncovering Existing Patterns of Bias and Eliminating Algorithmic Bias"
2020	DataWrangling for Social Sciences – co-organizer of three-part workshop for social science graduate students
2019-2020	Data Feminism reading and research group – participant and group discussion leader
2019-2020	UC Davis regional Women in Data Science (WiDS) conference – breakout session leader
2019 – 2020	Sacramento Women in Data – participant in monthly meetups